

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Annual Report on Faculty Resignations  
**Date:** January 7, 2002

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**Recommended Action:** Receive the report.

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**Executive Summary:**

Faculty resignations have increased for four consecutive years.

Resignations of university faculty totaled 158 in 2000-2001, an increase of seven from 1999-2000. The current year's total is the highest number of one-year resignations since 1987. The number of resignations decreased at the University of Iowa (from 74 to 67), but increased at the other two universities. At Iowa State University, the number of faculty resignations rose from 45 to 55, and at the University of Northern Iowa, from 32 to 36. This is the fourth consecutive year that total faculty resignations have increased at the universities. Until these four most recent years, annual faculty resignations had been significantly below the level reported to the Board more than a decade ago, when it reached a high of 165 in 1987-1988.

Three most common reasons for resigning

The dominant reason for resigning, offered by 98 faculty members, or 62.0% of those leaving, continues to be the opportunity to advance their careers at other education institutions. The comparative percentage last year was 57.6%. In broad terms, the second most frequent reason for resigning (35 faculty) is "personal factors," such as family needs (19.6% this year, compared to 19.9% last year). The third most common reason given (by 29 faculty) is to begin employment in government, business, or private practice (18.4%, compared to 22.5% of respondents last year). To university officials, the increase in persons moving to the private sector, as well as some faculty to administrative positions at other institutions, strongly suggest financial compensation was an important factor. A growing factor, identified specifically in the case of nine faculty members, was the move motivated by spousal employment opportunities.

Most resignations  
are at Assistant  
Professor level

The largest number of resignations again this year was at the Assistant Professor level. In FY 2001, the number was 77 or 48.7%. While higher than the 68 resignations at that level in 2000, it is well above the 61 resignations just three years ago. Thirty-five, or 22.1% of those who resigned, were Associate Professors while another 35 resignations (22.1%) were from full Professors. A number of the Associate and full Professors were offered administrative positions at other universities.

Surveys and interviews of the departing faculty members indicate they are leaving to pursue greater opportunities elsewhere rather than due to dissatisfaction with the Regent universities. That factor, however, was more noticeable this past year, at the University of Iowa. The continuing pattern of resignations by junior faculty suggests that the universities need to review the strength of mentoring programs to facilitate the orientation of new faculty.

Percentage of  
resignations by  
women and  
minority faculty  
members increased

The percentage of tenured and tenure-track faculty women who resigned rose slightly from last year, to 39.9%, from 35.8% in FY 2000. This percentage has been increasing since 1997, when 33.7% of the resignations were from female faculty members. The number and percentage of resignations from ethnic and minority faculty members at the Regent universities increased in 2000-2001, from 22 in 1999-2000 to 30 (and from 14.3% to 17.7% of the resignations).

New locations of  
faculty resignees

One hundred and seven (107) of the 158 faculty members who resigned in FY 2001 moved to a non-contiguous state. Nineteen reported their next position was in a contiguous state (a decrease from 22 last year). Fifteen indicated they planned to remain in Iowa (an increase from nine in FY 2000). The new state location of seventeen (17) faculty members was not identified.

Strategies to  
increase retention

Each university's report describes mentoring and other strategies being used to increase retention rates of faculty. This year's reports for SUI and ISU mentioned the increasing significance of spousal employment as a factor in recruiting and retaining faculty. The University of Iowa report also described its experience with counter offers. The majority of resigning faculty did not seek a counteroffer. The university reports are found in the Regent Exhibit Book.

The special schools reported seven resignations. Last year the two schools each reported one resignation.

**Strategic Plan:**

The Board of Regents' strategic plan seeks to ensure the stewardship of the State's resources, in part, through the retention of an outstanding faculty (Action Step 1.1.2.3). One means of assessment in this Key Result Area is the annual report on faculty resignations.

**Background:**

Regent universities reported 158 faculty resignations occurred during the 2000-2001 academic year. This is seven more than last year (151), and only seven less than the record 165 resignations in 1987. This year's figure, however, is the largest number of resignations in one year since 1987. Over the past 14 years, resignations at the three universities have averaged 117 per year.

The overall percentage of Regent university faculty resigning compared to the total faculty was 4.3%, compared to 4.0% in 1999-2000. If the clinical track faculty at the University of Iowa is included, the overall percentage of resignations at SUI in 2000-2001 was 3.4%, down from 3.9% the previous year. At Iowa State University, the overall percentage of faculty resignations increased to 3.9% in 2000-2001 from 3.2% the previous year. At the University of Northern Iowa, the percentage of faculty resignations compared to the overall number of faculty increased to 5.6% in 2000-2001 from 4.9% in 1999-2000.

Figure 1 below shows the combined total of faculty resignations at the three Regent universities since 1987. See Table 1, page 14, and the chart on page 20 for details on individual and total statistics for the same data.

**Figure 1**  
**Total Faculty Resignations – Regent Universities**  
**1987-2001**

1987	165
1988	111
1989	118
1990	126
1991	119
1992	94
1993	102
1994	100
1995	92
1996	106
1997	92
1998	122
1999	138
2000	151
2001	158

**Analysis:**  
By rank

By rank, resignations this year were consistent with previous years. Typically, most resignations are from Assistant Professors. In 2000-01, 77 or 48.7% of the total number of resignations were from Assistant Professors, compared to 68 (45.1%) of the resignations from Assistant Professors in 1999-2000. For this reporting year, the number of Professors and Associate Professors resigning was identical – 35 at each rank (22.15%). The comparative figures last year were: Professors, 34 (22.5%) and Associate Professors, 45 (29.8%). Eleven instructors at UNI, 7.0% of the total number of resignations, constitute the remaining figures. Last year, the comparable figure was four instructors (2.6%).

By location

The new state locations of those who resigned are:

- remained in Iowa – 15 (compared with 9 in 1999-2000)
- moved to contiguous state -- 19 (19 in 1999-2000; 22 in 1998-2000)
- moved to non-contiguous state – 107
- next address not known – 17 (assumption is some are in Iowa).

By gender and ethnicity

Resignations were received from 95 men and 63 women (97 men and 54 women last year. When combined for the three universities, women faculty comprised 39.9% of the resignations for 2000-2001, compared to 35.8% of the resignations in 2000). In Figure 2 below, "total" refers to the number of total faculty resignations. At the universities, the total includes only tenured and tenure-track faculty. Table 2, page 14, includes data for the special schools as well as the three universities.

**Figure 2**  
**Number and Percent of Women Faculty Resigning**  
**1994-95 Through 2000-2001**

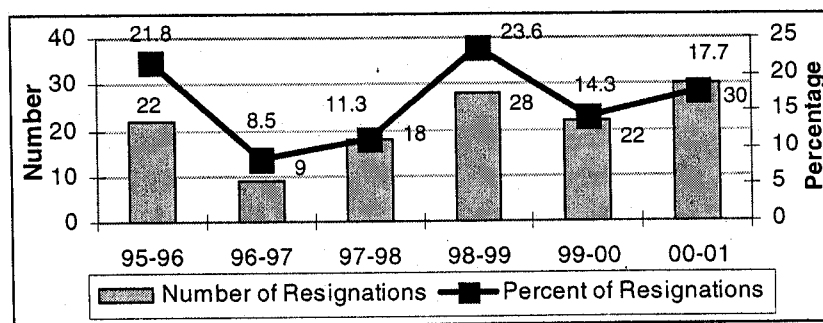
Year	SUI			ISU			UNI		
	Total	Women	%	Total	Women	%	Total	Women	%
94-95	53	17	32.1	24	11	45.8	15	NA	NA
95-96	66	22	30.1	28	5	17.8	12	NA	NA
96-97	55	21	38.2	26	8	30.8	11	NA	NA
97-98	55	11	20.0	42	17	40.5	25	15	60.0
98-99	79	21	26.6	39	19	48.7	20	9	45.0
99-00	74	24	32.4	45	15	33.3	32	15	46.9
00-01	67	21	31.3	55	21	38.2	36	21	58.3

(Note: In all columns, the number for "total" refers to total number of resignations in the institution, not the total number of tenured and tenure track women on the faculty.)

At the three universities, resignations from faculty in ethnic and racial minority groups numbered 30 individuals (compared to 22 last year). This number constitutes 19.0% of the resignations, an increase from 14.6% of the total that resigned in 1999-2000, but lower than the 20.3% of 1998-99.

Table 3, page 14, includes the numbers and percentages for the two special schools also. Figure 3 displays data only for the universities. The data here is for tenured and tenure-track faculty only.

**Figure 3**  
**Number and Percent of Ethnic and Minority Faculty Resigning**  
**1994-95 through 2000-2001**



Analysis of  
resignations at the  
special schools

For 2000-2001, Iowa School for the Deaf (ISD) reported three resignations. Iowa Braille and Sight Saving School (IBSSS) reported four faculty resignations for 2000-2001. At ISD, one of the faculty members who had resigned accepted a college teaching position and the other two faculty members are pursuing graduate degrees. At IBSSS, one faculty member changed to a term appointment, two accepted new employment out of state, and one moved to another state to be nearer family.

Trends in  
resignations,  
retirements, and  
new hires

Resignations are one part of the process of faculty recruitment and retention. A work group designing the format of the performance indicators suggested that a more complete picture of this process would be accomplished by addition of information about full retirements and new hires. This report now provides this more comprehensive picture. Table 4, page 15, indicates the data for six years for the Regent universities. Table 5, page 17, provides the data for the two special schools for the same six-year period.

The trends include:

- The University of Iowa is seeing declining percentages of resignations and retirements, but an increase the last two years in new hires.
- Iowa State University has seen increases in retirements the past three years, while the number of retirements (adjusted to

include early retirements) has been declining over the past four years. New hires have increased over the past four years.

- The number of resignations at the University of Northern Iowa has increased from 3.4% of the faculty to 5.9% of the faculty in the past three years. The number of retirements has been decreasing. The number of new hires dropped by 18 (to 32 in 2000-2001), compared to 50 in each of the two previous years.

Tables 4 and 5 illustrate the dynamics of institutional change, especially as enrollments have increased. The number of new hires in any year does not necessarily correspond to the combined number of retirements and resignations in that year. Factors that influence the totals include: the lag time in replacing faculty; hiring of part-time faculty, and enrollment increases. National data suggest, however, that the retirement rate may begin to climb. The Board Office has made some changes in data presented in Indicator #12, in light of university requests. Last year, SUI requested that clinical track numbers be added. The retirement data (#12b) now includes "early" as well as "full" retirements.

These data are the basis of Performance Indicator #12.

**Regent Exhibit  
Book**

The remainder of the report provides details about the individual institutions. Copies of each institution's report are provided in the Regent Exhibit Book.

**The University of Iowa**

**Survey responses**

Each faculty member who resigns is requested to complete an exit interview with a member of the dean's staff from the college in which the individual was employed. Individuals who resign are also mailed a survey from the Provost's Office on the satisfaction of several components of the campus climate. This past year the survey was mailed to all 67 resigning faculty members. Thirty-eight surveys were returned, for a 56.7% return rate, a slight improvement over last year's response rate of 54%. In addition, at least 11 resignees (16%) were given a confidential exit interview by their college, and 38 (57%) were interviewed at another level (usually the Provost's office).

See the end of this University of Iowa section for more details from the survey data.

**By rank**

By rank, resignations were received from 28 Assistant Professors, 18 Associate Professors, and 21 full Professors. As Table 6, page 18, indicates, the comparative numbers from 1999-2000 were 23 Assistant Professors, 19 Associate Professors, and 32 Professors.

Reasons for  
resignation

Forty-one faculty members (61.2%) resigned to accept positions in other academic institutions. Another 19 faculty members (28.4%) resigned to accept a position in the private sector or to open a private practice or business. Seven individuals (20.2% compared to 25.3% last year) resigned for personal reasons, as noted in Table 9, page 19.

By location

Of the faculty who resigned, seven are known to be staying in Iowa. The number may be higher, considering the number who were identified as going into private practice but listed no new address. Of the 57 faculty members known to be moving out of state, nine moved to states contiguous with Iowa.

By college

As indicated in Figure 4 below, resignations occurred in all academic colleges at SU, except Nursing and Dentistry. The largest number (26) and percent of the total university resignations (38.8%) occurred in the College of Medicine. The College of Liberal Arts had the second largest number (16) and percentage (23.9%) of resignations, followed by the College of Business Administration with seven resignations (10.4%) and the College of Engineering with six resignations (9.0%). However, when computed as a percentage of collegiate faculty, the most resignations occurred in Pharmacy (4 or 7.7% of its faculty).

**Figure 4**  
**Resignations by College**  
**2000-2001 – University of Iowa**

College	Total # of Faculty	# of Resig- nations	% of Total Resig- nations	Resign. as % of Total College Faculty	College Faculty as % of Total Faculty
Business Administration	92	7	10.4	7.6	4.6
Dentistry	96	0	0.0	0.0	4.9
Education	101	4	6.0	4.0	5.1
Engineering	80	6	9.0	7.5	4.0
Graduate	13	1	1.5	7.7	0.7
Law	41	1	1.5	2.4	2.1
Liberal Arts	669	16	23.9	2.4	33.8
Medicine	738	26	38.8	3.5	37.3
Nursing	50	0	0.0	0.0	2.5
Pharmacy	52	4	6.0	7.7	2.6
Public Health	47	2	3.0	4.3	2.4
Total (includes clinical track)	1,979	67	100.0	3.4	100.0

Survey  
background

This was the second year for use of a new satisfaction survey. Respondents were asked to rate six broad areas on a scale of 1 (most dissatisfied) to 5 (most satisfied). The six areas were:

1. The General Atmosphere of the University and Iowa City

2. Their Departmental Atmosphere
3. The University's Commitment to Diversity
4. The University's Commitment to Excellence in Research
5. The University's Commitment to Excellence in Teaching
6. Compensation.

Faculty expressed the greatest satisfaction with the General Atmosphere at the University and Iowa City (Mean = 3.9). This year, faculty expressed the most dissatisfaction with their Compensation and Departmental Atmosphere (Mean = 3.1 for each).

#### Survey highlights

Other highlights of the faculty resignations survey include:

- Compared to their representation on the faculty as a whole, Assistant Professors are the most likely to resign – 42% of resignees vs. 24% of the total faculty. Full professors constitute 45% of the total faculty, but 31% of the resignees.
- Clinical-track faculty members were more likely to resign than were tenure-track faculty resignees (21% vs. 13%, respectively).
- The percentage of minority faculty among resignees (24%) was double their overall faculty representation (12%) and was notably higher than in the past three years (range = 14.6% to 16.4%).
- On average, survey respondents had been at the University of Iowa for eight years (the range was from 1 to 28 years).
- In their responses regarding the reason for leaving, 68% cited that they had received a better offer elsewhere. Eighteen percent (18%) cited this as their primary reason. The second most common reason for resigning was dissatisfaction at the University of Iowa, cited by 58% of the respondents, with 21% citing this as their primary reason for resigning. No differences were found by gender, rank, minority status or faculty track for this reason. A substantial percentage of faculty (42%) cited family reasons for resigning; 13% indicated this was their primary reason for resigning.

#### Strategies to increase retention

These survey results, coupled with exit interviews (described below) resulted in two broad strategies to improve faculty retention.

- To improve departmental atmosphere:
  - seek collegiate input
  - continue DEO workshop series
  - compile information on increasing number of mentoring programs of junior faculty. [Note: The SUI report contains descriptions of programs in each college.]
- To improve faculty salaries, especially for clinical-track faculty:



**Counteroffers** One additional strategy to increase retention is a counteroffer. Most respondents to the survey neither sought (81%) nor were made (58%) a counteroffer. A similar percentage did not seek a counteroffer last year (76%), but a larger percentage was made counteroffers the previous year (74%). As in previous years, a small percentage (about 3%) of faculty were made a counteroffer they found unacceptable. Just over 13% of the faculty members indicated that the counteroffer was acceptable, but resigned nonetheless.

### **Iowa State University**

**General data** ISU reports that 55 tenured or tenure eligible faculty members submitted resignations for the period July 1, 2000 through June 30, 2001. The total number of resignations increased by ten compared with 1999-2000, as illustrated in Table 7, page 18.

**By rank** The largest number of resignations, 35 or 63.6%, came from Assistant Professors. Associate Professors accounted for 9 or 16.4% of the resignations. Eleven full Professors submitted their resignations from the ISU faculty. The average number of resignations during the most recent 10-year period, 34.0, is up from the ten-year average of 31.9 last year. Compared to the previous year, the 2000-2001 percentages reflect increases in resignations at the Assistant Professor and Professor levels and a decrease at the Associate Professor level.

**By reasons for resigning** As Table 10, page 19, indicates, 38 faculty members who resigned (69.1% of the total) took positions in another college or university. Four of these faculty members accepted administrative positions at other higher education institutions. Six individuals entered government service or took subsequent employment in business and industry. The third broad category, personal reasons, in 2000-2001 has 11 faculty members (20.0%). Of that number, five faculty (9.1%) indicated that they relocated because of family reasons or partner employment considerations. The remaining six (10.1%) did not specify future employment plans, which is typical for faculty who leave for personal reasons or as a result of negative tenure decisions.

**By gender and race** Table 10 further indicates that of the 55 resignations, 21 (38.2%) were women. Ten faculty members from an ethnic or racial minority group (18.2%) resigned.

**By location** Four resignees are known to have remained in Iowa while eight took positions in contiguous states. Thirty-nine individuals chose to relocate in non-contiguous states while four gave no indication where they might relocate.

**By compensation** The ISU report adds that many of the faculty who resigned this year cited "non-competitive salary" as one of several reasons for accepting employment elsewhere. In several instances not reflected in these data, counteroffers made by Iowa State University resulted in the retention of faculty. Counteroffers may involve salary, research support, and new work opportunities.

**Strategies to improve retention** In addition to counteroffers, other strategies employed by ISU to increase retention of quality faculty included:

- Establishing the Academic Plan Pool in FY2001. (The Provost's Office uses this plan to aid departments by partially funding academic employment opportunities for partners. These funds have been particularly important in hiring and retaining women and minority faculty.
- Extending mentoring programs beyond one year.
- Continuing to encourage co-mentoring, that is, the selection of one mentor from the department and one from an allied department.

**By college** Each of the eight instructional colleges, as noted in Figure 5, reported one or more faculty resignations during 2000-2001. The Iowa State University Library forms another reporting unit for resignations. The College of Liberal Arts and Sciences had the largest number and highest percentage of resignations, followed by the College of Engineering. Several colleges, including Design, Education, Liberal Arts and Sciences, had over five percent of their faculty resign.

**Figure 5**  
**Resignations by College**  
**2000-2001 – Iowa State University**

College	Total Number Faculty	Number of Resignations	% of Total Resignations	Resign. as % of Total College Faculty	College Faculty as % of Total Faculty
Agriculture	294	5	9.1	1.7	21.1
Business	66	3	5.5	4.5	4.7
Design	81	5	9.1	6.2	5.8
Education	74	5	9.1	6.8	5.3
Engineering	185	6	10.9	3.2	13.3
Family & Consumer Sc.	73	2	3.6	2.7	5.2
Liberal Arts & Sciences	496	26	47.3	5.2	35.58
Library	35	1	1.8	2.9	2.5
Vet. Medicine	92	2	3.6	2.2	6.6
Total	1,396	55	100.0	3.9	100.0

### University of Northern Iowa

Resignation procedures	After a faculty member submits a letter of resignation, the Department Head notifies the Dean and also prepares a Personal Action Form (PAF). The department also is asked to supply information as to the faculty member's new location and kind of position. Upon receipt of the PAF, the Provost's Office contacts the faculty member requesting a voluntary exit interview be scheduled. Those not interviewed were sent an interview form that they were requested to complete and return.
General data	Thirty-six faculty members submitted resignations during 2000-2001, compared to 32 the year before. As Table 8, page 18, indicates, there were 11 resignations from Instructors (30.6%), 14 from Assistant Professors (38.9%), eight from Associate Professors (22.2%), and three from full Professors (8.3%).
By reason	Of the 36 resignations during 2000-2001, 13 faculty members took positions in other colleges and universities. Two of these faculty accepted department head positions at other institutions. Four faculty members left to pursue an opportunity in the private sector. Twelve faculty cited personal reasons for resigning. Three of these faculty indicated the resignation related to spousal employment elsewhere and one was to parent newborn twins. One faculty member wished to return to graduate school to pursue a terminal degree. In exit interviews, the large majority of resigning faculty indicated that their experience at UNI had been a positive one.
By gender and race	As noted in Table 11 (page 19), 15 resignations were from female faculty members and 17 from male members of the faculty. Two resignations are from minority male faculty members.
By location	Of those faculty members who resigned and reported where they were relocating, four remained in Iowa, two relocated to contiguous states, 21 moved to non-contiguous states. Nine faculty members did not indicate where they would relocate.
Strategies to increase retention	<p>During the 2000-2001 Academic Year, the University of Northern Iowa's Center for the Enhancement of Teaching conducted a follow-up of the previous year's "Study of First-Year Faculty and Their Mentors." Results of the study helped UNI better understand what new faculty were experiencing and consequently, officials revised some orientation experiences to better fit the needs of new faculty.</p> <p>The University continued a number of activities to increase retention. They are described in more detail in the University of Northern Iowa report in the Regent Exhibit Book.</p>

Some of the strategies to increase retention included:

- Development of handbooks related to mentoring
- Joint advising workshop for first and second-year faculty.

By college

**Figure 6**  
**Resignations by College**  
**2000-2001 – University of Northern Iowa**

College	Total # Faculty	# of Resign.	% of Total Resign.	Resign. as % of Ttl. Coll. Faculty	College Faculty as % of Ttl. Faculty
Business	59	5	13.9	8.5	9.3
Education	184	10	27.8	5.4	28.8
Humanities & Fine Arts	158	8	22.2	5.1	24.8
Natural Science	110	4	11.1	3.6	17.2
Social & Beh. Sc.	107	8	22.2	7.5	16.8
Library	20	1	2.8	5.0	3.1
Total	638	36	100.0	5.6	100.0

All five instructional colleges at UNI reported faculty resignations. The Library at UNI is an additional instructional unit; it reported one faculty resignation. The College of Education, as indicated in Figure 6, had the largest number of resignations (10) and the greatest percentage of total resignations of any college (27.8%). Four colleges had 5.0% or more of their faculty resign: Business Administration (8.5%), Education (5.4%), Social and Behavioral Sciences (7.5%), and Library (5.0%).

#### **Iowa School for the Deaf**

ISD reports that three teachers, all of whom were secondary level educators, resigned voluntarily. One accepted a college teaching position. The other two teachers are seeking graduate degrees. ISD reported no retirements in 2000-20001. This retirement report and that of the IBSSS is found in the Regent Exhibit Book.

#### **Iowa Braille and Sight Saving School**

General data

IBSSS reported four resignations in Academic Year 2000-2001. Two of the four had accepted employment in other states and a third wished to be closer to family, who lived in another state. The fourth teacher left to pursue other employment opportunities.

Strategies to  
increase retention

A number of incentives are used to recruit and retain faculty. In addition to a competitive salary and benefits package, they include: moving expenses reimbursement for new faculty, a bonus for Association for Education and Rehabilitation of the Blind and Visually Impaired (AER) certification, relocation packets for communities throughout Iowa where Outreach faculty may be residing, and summer employment. The faculty who provide itinerant services are supported with the use of a state car, a lap top computer, and a cellular phone.

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Conclusions

The combined percentage of faculty resignations at the Regent universities increased to 4.4% of the tenured and tenure-track faculty, which is still below the national average of 4.5%. This year, at the universities, the percentage of female faculty members resigning increased slightly, but the percentage of ethnic and racial minority faculty resignations increased at a higher rate.

The Board and institutions need to remain vigilant about resignations. Prior to this past year, the nation's strong economic condition appeared to be a factor contributing to the rise in resignations, as employment opportunities increased. Another reason may be the increased competition for selected faculty. Younger faculty may be less generally satisfied with their careers, according to some studies, especially with job security and prospects for advancement. This situation supports the need for effective mentoring programs with new faculty. The universities should continue to report in detail on the results of their mentoring programs.

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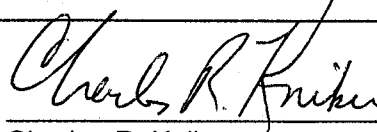
**Performance  
Indicator  
Charts:**

See pages 15 and 17 for data in Tables 4 and 5. Performance Indicator #12a, #12b, and #12c provide eight years of statistics on resignations, retirements, and new hires. As noted in the tables, several changes have been made this year. The University of Iowa has revised its figures to include a breakdown of clinical-track faculty. The chart for the universities is on page 16.

Also, the Regent institutions have been asked to include early retirements as a component in their retirement numbers.

This data will also be included in the Annual Report on Performance Indicators.

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Charles R. Kniker

Approved: 

Robert J. Barak

**Table 1\***  
**Regent Universities' Resignations**  
**1987 Through 2001**  
**(July 1 to June 30 Each Year)**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
SUI	97	64	63	59	63	53	58	55	53	66	55	55	79	74	67
ISU	43	25	30	47	34	23	26	32	24	28	26	42	39	45	55
UNI	25	22	25	20	22	18	18	13	15	12	11	25	20	32	36
Total	165	111	118	126	119	94	102	100	92	106	92	122	138	151	158

*\*See page 20 for chart based on data in Table 1.*

**Table 2**  
**Number and Percent of Women Faculty Resigning**  
**1994-95 through 2000-2001**

Year	SUI			ISU			UNI			ISD			IBSSS		
	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%
1994-95	53	17	32.1%	24	11	45.8%	15			NA			1	0	00.0%
1995-96	66	22	30.1%	28	5	17.8%	12			NA			4	4	100.0%
1996-97	55	21	38.2%	26	8	30.8%	11			NA			1	1	100.0%
1997-98	55	11	20.0%	42	17	40.5%	25	15	60.0%	3	1	33.3%	6	5	83.3%
1998-99	79	21	26.6%	39	19	48.7%	20	9	45.0%	1	1	100.0%	5	4	80.0%
1999-00	74	24	32.4%	45	15	33.3%	32	15	46.9%	1	0	00.0%	1	1	100.0%
2000-2001	67	21	31.3%	55	21	38.2%	36	21	58.3%	3	3	100.0%	4	3	75.0%

*(Note: In all columns, the number for "total" refers to total number of resignations in the institution, not the total number of tenured and tenure track women on the faculty.)*

**Table 3**  
**Number and Percent of Ethnic and Minority Faculty Resigning**  
**1994-95 through 2000-2001**

Year	SUI			ISU			UNI			ISD			IBSSS		
	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%	Total	Ethnic	%
1994-95	53	N	NA%	24	5	20.8%	15	NA	NA%	NA	0	00.0%	1	0	00.0%
1995-96	66	11	16.7%	28	9	32.1%	12	2	16.7%	NA	0	00.0%	4	0	00.0%
1996-97	55	7	12.7%	26	1	03.8%	11	1	09.0%	NA	0	00.0%	1	0	00.0%
1997-98	55	9	16.4%	42	7	16.7%	25	2	00.8%	3	0	00.0%	6	0	00.0%
1998-99	79	12	15.2%	39	10	25.6%	20	6	30.0%	1	0	00.0%	5	0	00.0%
1999-00	74	11	14.9%	45	7	15.5%	32	4	12.5%	1	0	00.0%	1	0	00.0%
00-01	67	16	23.9%	55	10	18.2%	36	4	11.1%	3	0	00.0%	4	0	00.0%

**Table 4**  
**Resignations, Retirements and New Hires**  
**Common Data Set (Indicator #12a, #12b, #12c)**  
**Regent Universities**

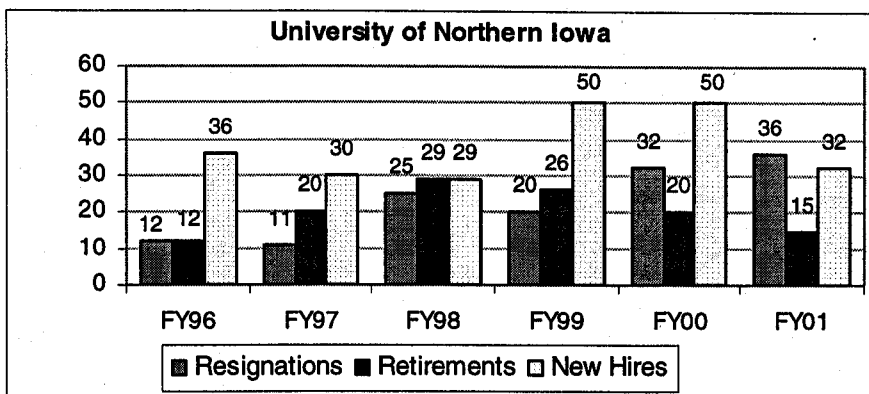
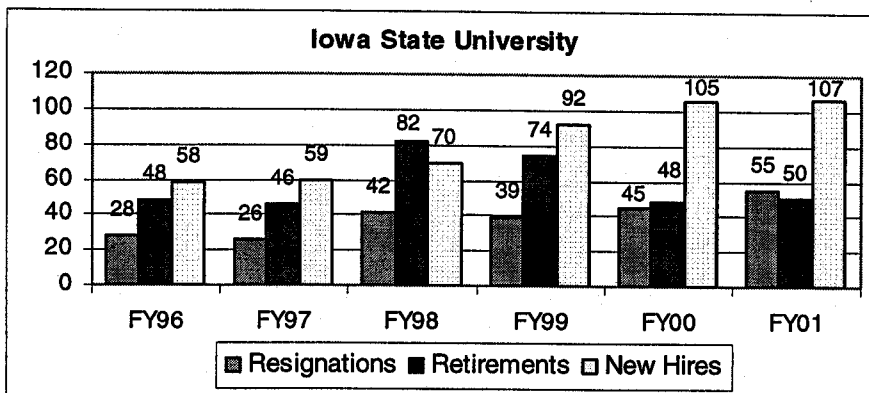
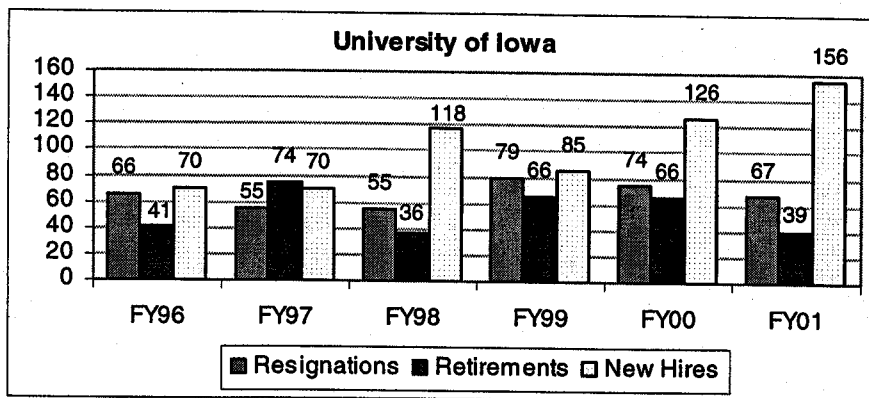
Related Action Step - Quality	University of Iowa*				Iowa State University				University of Northern Iowa			
1.1.2.3												
12a Resignations		<u>No.</u>	<u>Total</u>	<u>Pct.</u>		<u>No.</u>	<u>Total</u>	<u>Pct.</u>		<u>No.</u>	<u>Total</u>	<u>Pct.</u>
	93-94	55	1783	3.1%	93-94	32	1455	2.2%	93-94	13	604	2.2%
	94-95	53	1803	2.9%	94-95	24	1455	1.6%	94-95	15	610	2.5%
	95-96	66	1789+ 49=1838	3.6%	95-96	28	1455	1.9%	95-96	12	619	1.9%
	96-97	55	1748+ 79=1827	3.0%	96-97	26	1453	1.8%	96-97	11	623	1.8%
	97-98	55	1712+150=1862	3.0%	97-98	42	1427	2.9%	97-98	25	608	4.1%
	98-99	79	1702+176=1878	4.2%	98-99	39	1439	2.5%	98-99	20	596	3.4%
	99-00	76	1702+216=1918	3.9%	99-00	45	1423	3.2%	99-00	32	593	5.4%
	00-01	67	1714+265=1979	3.4%	00-01	55	1425	3.9%	00-01	36	615	5.9%
12b** Retirements												
	93-94	20	1783	3.1%	93-94	NA	1455	NA	93-94	12	604	2.0%
	94-95	26	1803	1.4%	94-95	NA	1455	NA	94-95	11	610	1.8%
	95-96	31+10=41	1738	2.2%	95-96	24+24=48	1455	1.6%	95-96	9+3 = 12	619	1.9%
	96-97	68+ 6=74	1827	4.1%	96-97	23+23=46	1453	1.6%	96-97	12+8 = 20	623	3.2%
	97-98	30+ 6=36	1862	1.9%	97-98	41+41=82	1427	2.9%	97-98	13+16=29	608	4.8%
	98-99	52+14=66	1878	3.5%	98-99	39+35=74	1439	2.6%	98-99	10+16=26	596	4.4%
	99-00	34+32=66	1918	3.4%	99-00	28+20=48	1423	2.0%	99-00	9+11 = 20	593	3.4%
	00-01	23+16=39	1979	2.0%	00-01	25+25=50	1425	1.8%	00-01	8+7* = 15	615	3.3%
	(regular retirements + early retirements)				(regular retirements + early retirements)				(regular retirements + early retirements)			
12c New Hires												
	93-94	106	1783	5.9%	93-94	49	1455	3.4%	93-94	26	604	4.3%
	94-95	102	1803	5.7%	94-95	40	1455	2.7%	94-95	35	610	5.7%
	95-96	70	1838	3.8%	95-96	58	1455	4.0%	95-96	36	619	5.8%
	96-97	70	1827	3.8%	96-97	59	1453	4.1%	96-97	30	623	4.8%
	97-98	118	1862	6.3%	97-98	70	1427	4.9%	97-98	29	608	4.8%
	98-99	85	1878	4.5%	98-99	92	1439	6.4%	98-99	50	596	8.4%
	99-00	126	1918	6.6%	99-00	105	1423	7.3%	99-00	50	593	8.4%
	00-01	156	1979	7.9%	00-01	107	1425	7.5%	00-01	32	615	5.2%

Notes: \*For the University of Iowa, clinical track faculty are included in the total number of faculty.

\*\*Data for #12b has been amended from previous years to now include early retirements

General comment on number of faculty in this report, compared to the number of faculty in other Board of Regent reports. Some Board reports include the total number of faculty as of a date established by the federal government. Other Board reports may use figures based on a different date in either the fiscal or academic year.

**Table 4**  
**Resignations, Retirements and New Hires**  
**Common Data Set (Indicator #12a, #12b, #12c)**  
**Regent Universities**





**Table 5**  
**Faculty Resignations, Retirements, and New Hires**  
**Common Data Set (Indicator #12a, #12b, #12c)**

**Special Schools**

	Related Action Step -- Quality	ISD			IBSSS		
		No.	Total	Pct.	No.	Total	Pct.
12	1.1.1.7						
12a							
Resignations		94-95 3	54	5.5%	94-95 1	30	3.3%
		95-96 1	55	1.8%	95-96 4	31	12.9%
		96-97 1	55	1.8%	96-97 1	30	3.3%
		97-98 2	56	3.6%	97-98 6	32	18.8%
		98-99 1	61	1.6%	98-99 5	33	15.2%
		99-00 1	64	1.5%	99-00 1	34	2.9%
		00-01 3	63	4.8%	00-01 4	33	12.1%
		01-02 1	62	1.6%	01-02 TBP		
12b							
Retirements		94-95 0	54	0.0%	94-95 1	30	3.3%
		95-96 1	55	1.8%	95-96 1	31	3.2%
		96-97 2	55	3.6%	96-97 0	30	0.0%
		97-98 1	56	6.5%	97-98 0	32	0.0%
		98-99 4	61	6.5%	98-99 1	33	3.0%
		99-00 1	61	1.6%	99-00 0	34	0.0%
		00-01 1	63	1.6%	00-01 0	33	0.0%
		01-02 1	62	1.6%	01-02 TBP		
12							
New Hires		94-95 5	54	9.3%	94-95 1	30	3.3%
		95-96 0	55	0.0%	95-96 5	31	16.1%
		96-97 4	55	7.3%	96-97 4	30	13.3%
		97-98 6	56	10.7%	97-98 8	32	25.0%
		98-99 7	61	11.5%	98-99 7	33	21.2%
		99-00 2	61	11.5%	99-00 6	34	17.6%
		00-01 2	63	3.2%	00-01 6	33	18.1%
		01-02 0	62	0.0%	01-02 TBP		

**Table 6**  
**Resignations by Rank**  
**1987 Through 2001 -- University of Iowa**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Professor	24	15	11	11	17	7	12	10	13	14	11	13	24	23	21
Associate	22	18	23	11	13	12	13	18	4	12	10	19	21	19	18
Assistant	51	31	29	37	33	33	33	27	36	39	34	23	34	32	28
Instructor	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Totals	97	64	63	59	63	53	58	55	53	66	55	55	79	74	67

**Table 7**  
**Resignations by Rank**  
**ISU -- July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Professor	13	5	8	9	6	3	7	4	5	7	2	10	4	8	11
Associate	10	6	11	13	12	5	3	5	2	10	8	8	10	16	9
Assistant	20	24	11	25	16	15	16	23	17	11	16	24	25	21	35
Totals	43	35	30	47	34	23	26	32	24	28	26	42	39	45	55

**Table 8**  
**Resignations by Rank**  
**UNI -- July 1 to June 30 Each Year**

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Professor	0	2	2	3	2	4	1	3	3	0	2	2	3	3	3
Associate	5	6	3	5	2	1	1	3	2	1	7	6	6	10	8
Assistant	14	13	10	13	6	13	11	9	6	9	14	14	11	15	14
Instructor	3	4	5	1	8	0	0	0	1	1	2	3	0	4	11
Totals	22	25	20	22	18	18	13	15	12	11	25	25	20	32	36

**Table 9**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**2000-2001 -- University of Iowa**

Rank	Other Higher Ed.		Govt.-Private		Personal		Totals		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Assistant Professor	8	4	8	3	1	4	17	11	28
Associate Professor	8	4	5	1	0	0	13	5	18
Professor	13	4	2	0	1	1	16	5	21
Ttl. Reason by Gender	29	12	15	4	2	5	46	21	67
Total by Reason	41		19		7		67		67
Percentage	61.2%		28.4%		10.4%		100.0%		

**Table 10**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**2000-01 -- Iowa State University**

Rank	Other Higher Ed.		Govt.-Private		Personal		Totals		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Assistant Professor	9	11	4	0	3	8	16	19	35
Associate Professor	6	2	1	0	0	0	7	2	9
Professor	10	0	1	0	0	0	11	0	11
Ttl. Reason by Gender	25	13	6	0	3	8	34	21	55
Total by Reason	38		6		11		55		55
Percentage	69.1%		10.9%		20.0%		100.0%		

**Table 11**  
**Resignations by Rank, Gender, and Reason for Resignation**  
**2000-2001 -- University of Northern Iowa**

Rank	Other Higher Ed.		Govt. - Private		Personal*		Totals		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Instructor	1	2	1	1	2*	4	4	7	11
Assistant Professor	6	1	0	2	0*	5	6	8	14
Associate Professor	2	4	0	0	0	2	2	6	8
Professor	3	0	0	0	0	0	3	0	3
Ttl. Reason by Gender	12	7	1	3	2	11	15	21	36
Total by Reason	19		4		13		36		367
Percentage	52.8%		11.1%		36.1%		100.0%		

# Regent Universities' Faculty Resignations 1987 Through 2001

